



Additional Considerations for Supervisors: COVID-19

A supervisor may ask employees if they are experiencing any or all of the identified COVID-19 related symptoms (Respiratory difficulty, cough, fever), however, this information must be maintained as a confidential medical report.

Where possible, body temperature readings can be taken by an employer (not every individual who is COVID-19 positive will have a fever). Supervisors may require the employee to stay home if experiencing symptoms. The supervisor should also send an employee home if the employee comes to work with symptoms. Departments should establish strict social distancing and sanitize workspaces before the employee leaves.

Supervisors may require medical clearance before the employee returns to work. Due to the current challenges for the medical community, emails, stamped forms, etc., will be an acceptable form of medical clearance. *Supervisors cannot require medical certification in order to support an alleged COVID related absence.*

Please consult separate guidance on how to handle absence with regard to leave and recent changes with Families First Coronavirus Response Act or contact Human Resources at 410-263-7998.